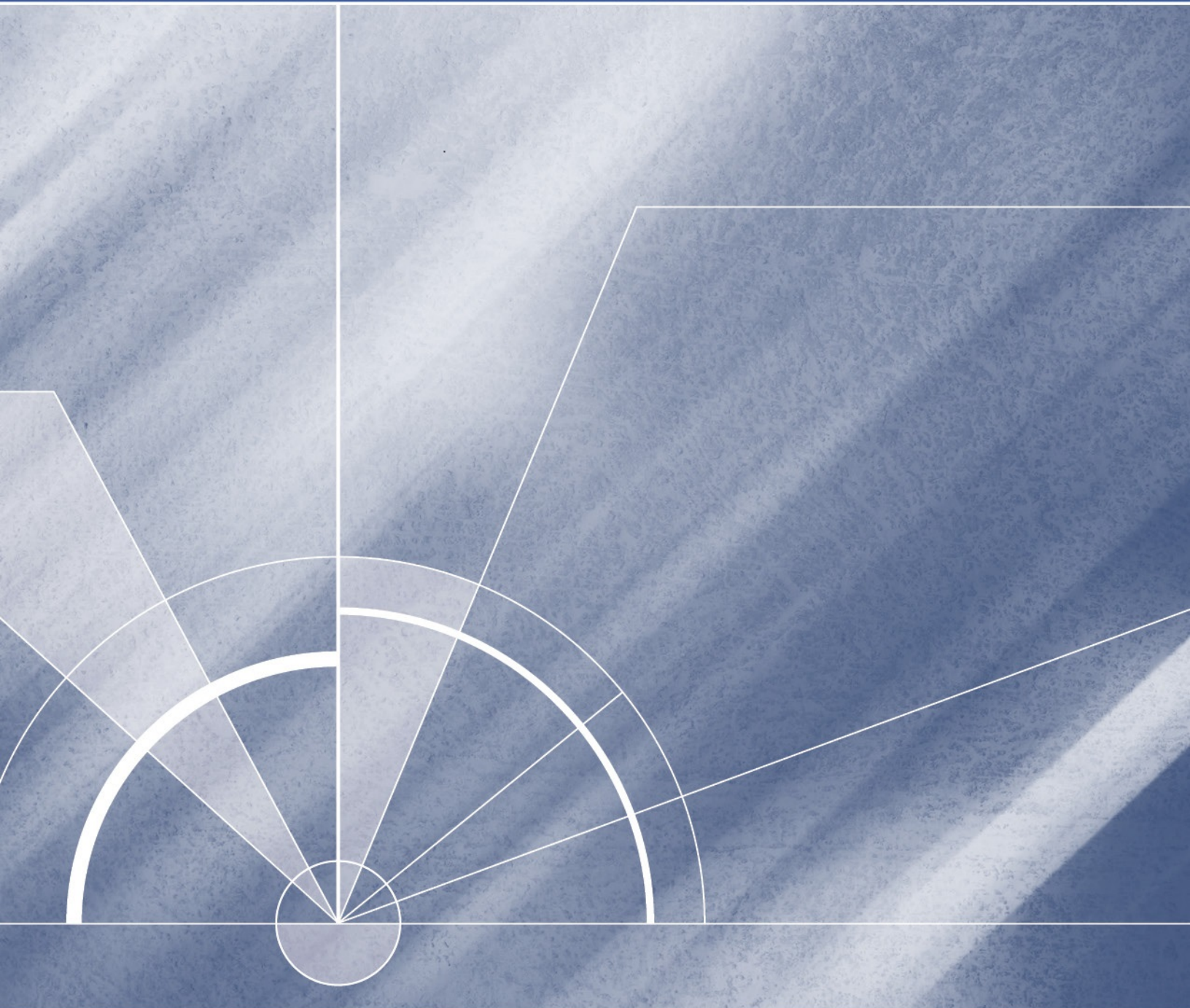


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Education
Level
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Education Level Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
Less than High School	<10
High School Diploma/GED or equivalent	121
Trade or Technical Certificate	38
Some College (no degree)	432
Associate's Degree (e.g., AA, AS)	203
Bachelor's Degree (e.g., BA, BS)	2,890
Master's Degree (e.g., MA, MS, MBA)	3,602
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,733

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

Environmental Protection Agency

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	65.3%	17.8%	16.9%
Trade or Technical Certificate	38	66.9%	17.5%	15.6%
Some College (no degree)	430	64.7%	17.9%	17.4%
Associate's Degree (e.g., AA, AS)	203	74.1%	10.3%	15.7%
Bachelor's Degree (e.g., BA, BS)	2,882	70.1%	15.2%	14.7%
Master's Degree (e.g., MA, MS, MBA)	3,598	70.4%	14.0%	15.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,729	72.0%	14.0%	14.0%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	118	75.6%	12.5%	11.9%
Trade or Technical Certificate	38	71.8%	15.8%	12.5%
Some College (no degree)	428	72.7%	15.2%	12.1%
Associate's Degree (e.g., AA, AS)	203	77.0%	10.8%	12.1%
Bachelor's Degree (e.g., BA, BS)	2,880	73.7%	13.8%	12.5%
Master's Degree (e.g., MA, MS, MBA)	3,589	71.8%	14.1%	14.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,721	72.3%	12.7%	15.0%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	119	68.7%	16.7%	14.7%
Trade or Technical Certificate	38	78.1%	10.2%	11.7%
Some College (no degree)	423	67.0%	17.5%	15.4%
Associate's Degree (e.g., AA, AS)	201	76.1%	11.7%	12.2%
Bachelor's Degree (e.g., BA, BS)	2,858	68.0%	16.4%	15.6%
Master's Degree (e.g., MA, MS, MBA)	3,579	67.4%	15.2%	17.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,716	66.8%	15.2%	17.9%

Environmental Protection Agency

Education Level Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	118	77.0%	15.6%	7.4%
Trade or Technical Certificate	38	81.8%	18.2%	0.0%
Some College (no degree)	429	77.7%	11.7%	10.5%
Associate's Degree (e.g., AA, AS)	203	79.4%	11.5%	9.0%
Bachelor's Degree (e.g., BA, BS)	2,879	77.0%	12.8%	10.3%
Master's Degree (e.g., MA, MS, MBA)	3,590	75.3%	13.2%	11.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,722	78.8%	10.1%	11.1%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	119	84.4%	8.5%	7.2%
Trade or Technical Certificate	38	89.4%	5.5%	5.1%
Some College (no degree)	422	84.6%	8.7%	6.8%
Associate's Degree (e.g., AA, AS)	201	87.6%	7.0%	5.5%
Bachelor's Degree (e.g., BA, BS)	2,861	85.3%	9.5%	5.2%
Master's Degree (e.g., MA, MS, MBA)	3,574	83.3%	10.7%	6.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,714	85.0%	10.4%	4.6%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	115	87.3%	6.7%	6.0%
Trade or Technical Certificate	37	89.1%	2.5%	8.4%
Some College (no degree)	427	83.9%	9.6%	6.5%
Associate's Degree (e.g., AA, AS)	202	87.0%	7.4%	5.6%
Bachelor's Degree (e.g., BA, BS)	2,864	81.5%	10.2%	8.3%
Master's Degree (e.g., MA, MS, MBA)	3,573	79.2%	11.5%	9.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,712	78.8%	11.5%	9.7%

Environmental Protection Agency

Education Level Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	93.6%	3.6%	2.8%
Trade or Technical Certificate	38	100.0%	0.0%	0.0%
Some College (no degree)	429	95.8%	2.4%	1.8%
Associate's Degree (e.g., AA, AS)	203	97.9%	1.1%	0.9%
Bachelor's Degree (e.g., BA, BS)	2,879	96.4%	2.1%	1.5%
Master's Degree (e.g., MA, MS, MBA)	3,587	96.3%	2.4%	1.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,725	96.8%	2.1%	1.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	117	83.4%	13.9%	2.7%
Trade or Technical Certificate	38	92.2%	7.8%	0.0%
Some College (no degree)	424	91.9%	6.0%	2.1%
Associate's Degree (e.g., AA, AS)	203	92.5%	6.5%	0.9%
Bachelor's Degree (e.g., BA, BS)	2,870	90.1%	8.1%	1.8%
Master's Degree (e.g., MA, MS, MBA)	3,579	91.3%	7.2%	1.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,725	91.0%	7.5%	1.5%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	117	70.3%	16.7%	13.0%	1
Trade or Technical Certificate	37	65.0%	8.6%	26.5%	1
Some College (no degree)	430	60.2%	15.2%	24.7%	0
Associate's Degree (e.g., AA, AS)	203	62.8%	16.6%	20.6%	0
Bachelor's Degree (e.g., BA, BS)	2,878	42.4%	16.2%	41.4%	3
Master's Degree (e.g., MA, MS, MBA)	3,584	36.1%	17.4%	46.5%	5
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,728	32.4%	17.8%	49.7%	2

Environmental Protection Agency

Education Level Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	119	74.1%	13.6%	12.3%	0
Trade or Technical Certificate	38	68.7%	16.8%	14.5%	0
Some College (no degree)	429	65.4%	16.7%	17.9%	1
Associate's Degree (e.g., AA, AS)	202	66.7%	16.2%	17.1%	0
Bachelor's Degree (e.g., BA, BS)	2,873	58.5%	16.8%	24.7%	1
Master's Degree (e.g., MA, MS, MBA)	3,577	54.7%	17.8%	27.5%	3
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,721	58.1%	17.7%	24.2%	4

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	115	71.9%	16.9%	11.2%	1
Trade or Technical Certificate	35	80.2%	5.9%	13.9%	0
Some College (no degree)	425	66.7%	16.4%	16.9%	3
Associate's Degree (e.g., AA, AS)	195	67.5%	12.0%	20.6%	3
Bachelor's Degree (e.g., BA, BS)	2,828	62.9%	17.1%	20.0%	6
Master's Degree (e.g., MA, MS, MBA)	3,539	58.9%	16.8%	24.4%	13
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,701	60.0%	16.6%	23.4%	4

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	115	83.8%	13.6%	2.6%	1
Trade or Technical Certificate	38	90.3%	7.2%	2.5%	0
Some College (no degree)	424	85.9%	9.7%	4.5%	2
Associate's Degree (e.g., AA, AS)	203	91.3%	5.4%	3.3%	0
Bachelor's Degree (e.g., BA, BS)	2,868	83.5%	9.5%	7.0%	9
Master's Degree (e.g., MA, MS, MBA)	3,557	82.3%	9.0%	8.7%	19
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,717	79.0%	10.8%	10.2%	11

Environmental Protection Agency

Education Level Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	116	93.6%	4.7%	1.7%	0
Trade or Technical Certificate	38	97.6%	2.4%	0.0%	0
Some College (no degree)	425	90.6%	5.4%	4.0%	0
Associate's Degree (e.g., AA, AS)	201	94.3%	3.1%	2.6%	1
Bachelor's Degree (e.g., BA, BS)	2,855	91.6%	5.8%	2.6%	9
Master's Degree (e.g., MA, MS, MBA)	3,544	90.2%	7.0%	2.8%	7
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,704	90.3%	6.7%	3.0%	7

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	117	75.2%	13.2%	11.6%	1
Trade or Technical Certificate	38	85.1%	14.9%	0.0%	0
Some College (no degree)	429	76.5%	11.9%	11.6%	0
Associate's Degree (e.g., AA, AS)	197	69.6%	13.8%	16.6%	5
Bachelor's Degree (e.g., BA, BS)	2,862	73.5%	11.8%	14.7%	7
Master's Degree (e.g., MA, MS, MBA)	3,570	73.1%	12.8%	14.1%	6
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,724	70.7%	13.3%	15.9%	2

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	118	76.2%	14.7%	9.1%	1
Trade or Technical Certificate	37	80.9%	7.9%	11.1%	1
Some College (no degree)	430	71.3%	14.1%	14.7%	1
Associate's Degree (e.g., AA, AS)	200	79.9%	8.6%	11.4%	3
Bachelor's Degree (e.g., BA, BS)	2,848	76.2%	12.4%	11.4%	29
Master's Degree (e.g., MA, MS, MBA)	3,562	75.3%	12.9%	11.7%	29
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,709	76.8%	12.5%	10.7%	17

Environmental Protection Agency

Education Level Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	118	83.5%	13.7%	2.8%	0
Trade or Technical Certificate	36	85.8%	14.2%	0.0%	0
Some College (no degree)	428	89.7%	8.9%	1.4%	1
Associate's Degree (e.g., AA, AS)	200	91.0%	6.3%	2.7%	1
Bachelor's Degree (e.g., BA, BS)	2,861	87.1%	8.8%	4.1%	5
Master's Degree (e.g., MA, MS, MBA)	3,574	85.5%	10.5%	4.0%	8
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,718	86.1%	9.8%	4.1%	5

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	110	53.3%	30.7%	15.9%	9
Trade or Technical Certificate	37	73.1%	21.6%	5.3%	0
Some College (no degree)	402	56.1%	25.8%	18.0%	26
Associate's Degree (e.g., AA, AS)	190	67.1%	19.3%	13.6%	12
Bachelor's Degree (e.g., BA, BS)	2,678	63.6%	19.5%	17.0%	186
Master's Degree (e.g., MA, MS, MBA)	3,290	65.3%	17.7%	17.0%	283
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,587	67.0%	17.0%	15.9%	135

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	120	62.4%	20.5%	17.1%	0
Trade or Technical Certificate	38	65.1%	17.5%	17.4%	0
Some College (no degree)	426	56.4%	24.7%	18.9%	2
Associate's Degree (e.g., AA, AS)	197	65.1%	17.1%	17.7%	3
Bachelor's Degree (e.g., BA, BS)	2,852	53.2%	24.6%	22.2%	26
Master's Degree (e.g., MA, MS, MBA)	3,546	50.0%	23.5%	26.6%	38
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,710	48.5%	26.3%	25.3%	16

Environmental Protection Agency Education Level Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	118	70.4%	11.7%	17.9%	3
Trade or Technical Certificate	38	79.7%	12.6%	7.7%	0
Some College (no degree)	420	68.0%	15.7%	16.3%	9
Associate's Degree (e.g., AA, AS)	199	74.7%	11.6%	13.7%	4
Bachelor's Degree (e.g., BA, BS)	2,834	65.5%	15.3%	19.1%	55
Master's Degree (e.g., MA, MS, MBA)	3,534	64.8%	15.0%	20.2%	65
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,706	66.4%	14.9%	18.7%	25

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	121	83.1%	8.7%	8.2%
Trade or Technical Certificate	38	86.4%	13.6%	0.0%
Some College (no degree)	430	80.4%	10.2%	9.4%
Associate's Degree (e.g., AA, AS)	203	80.2%	8.5%	11.3%
Bachelor's Degree (e.g., BA, BS)	2,888	82.9%	9.6%	7.5%
Master's Degree (e.g., MA, MS, MBA)	3,597	83.9%	9.3%	6.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,730	85.4%	8.7%	5.9%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	114	53.3%	29.1%	17.6%	6
Trade or Technical Certificate	35	50.0%	27.0%	22.9%	3
Some College (no degree)	401	47.6%	29.7%	22.8%	28
Associate's Degree (e.g., AA, AS)	196	45.0%	25.1%	29.8%	7
Bachelor's Degree (e.g., BA, BS)	2,773	42.6%	23.0%	34.4%	108
Master's Degree (e.g., MA, MS, MBA)	3,487	41.7%	20.7%	37.7%	107
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,680	43.3%	17.4%	39.2%	50

Environmental Protection Agency Education Level Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	103	42.4%	29.8%	27.8%	14
Trade or Technical Certificate	34	25.4%	29.4%	45.2%	4
Some College (no degree)	388	34.9%	35.0%	30.1%	37
Associate's Degree (e.g., AA, AS)	189	42.0%	26.0%	32.1%	14
Bachelor's Degree (e.g., BA, BS)	2,622	41.7%	29.4%	28.9%	252
Master's Degree (e.g., MA, MS, MBA)	3,271	42.1%	26.8%	31.0%	312
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,575	47.2%	24.9%	27.9%	153

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	105	39.4%	36.1%	24.5%	16
Trade or Technical Certificate	30	26.3%	43.8%	29.9%	8
Some College (no degree)	369	29.6%	37.9%	32.5%	58
Associate's Degree (e.g., AA, AS)	181	35.7%	29.3%	35.0%	22
Bachelor's Degree (e.g., BA, BS)	2,511	31.6%	31.2%	37.3%	369
Master's Degree (e.g., MA, MS, MBA)	3,063	31.1%	30.6%	38.3%	522
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,438	32.8%	30.2%	37.0%	290

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	108	43.9%	33.1%	22.9%	12
Trade or Technical Certificate	32	49.2%	32.8%	18.0%	5
Some College (no degree)	395	38.2%	32.8%	29.0%	32
Associate's Degree (e.g., AA, AS)	187	47.2%	24.2%	28.7%	16
Bachelor's Degree (e.g., BA, BS)	2,633	39.8%	29.2%	30.9%	246
Master's Degree (e.g., MA, MS, MBA)	3,256	38.9%	28.3%	32.8%	331
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,544	41.7%	27.7%	30.6%	186

Environmental Protection Agency

Education Level Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	111	52.4%	21.0%	26.6%	7
Trade or Technical Certificate	35	49.6%	21.6%	28.9%	2
Some College (no degree)	401	45.3%	28.1%	26.6%	27
Associate's Degree (e.g., AA, AS)	192	51.6%	21.5%	26.9%	11
Bachelor's Degree (e.g., BA, BS)	2,589	50.6%	24.3%	25.1%	282
Master's Degree (e.g., MA, MS, MBA)	3,143	50.6%	23.4%	26.0%	434
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,503	52.0%	24.1%	24.0%	214

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	114	66.6%	22.4%	11.0%	4
Trade or Technical Certificate	37	68.2%	19.4%	12.4%	1
Some College (no degree)	424	70.6%	13.8%	15.6%	3
Associate's Degree (e.g., AA, AS)	198	73.1%	10.8%	16.1%	1
Bachelor's Degree (e.g., BA, BS)	2,856	80.3%	10.1%	9.7%	11
Master's Degree (e.g., MA, MS, MBA)	3,575	80.3%	11.1%	8.5%	16
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,715	84.0%	8.7%	7.3%	4

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	116	51.5%	35.4%	13.1%	5
Trade or Technical Certificate	32	39.2%	54.7%	6.2%	5
Some College (no degree)	415	52.3%	34.9%	12.8%	15
Associate's Degree (e.g., AA, AS)	188	58.9%	24.2%	16.9%	13
Bachelor's Degree (e.g., BA, BS)	2,748	58.6%	27.9%	13.6%	129
Master's Degree (e.g., MA, MS, MBA)	3,416	58.1%	28.2%	13.7%	173
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,625	57.2%	28.3%	14.5%	105

Environmental Protection Agency Education Level Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	121	88.8%	8.6%	2.5%
Trade or Technical Certificate	38	95.2%	4.8%	0.0%
Some College (no degree)	429	90.0%	7.7%	2.2%
Associate's Degree (e.g., AA, AS)	203	88.3%	8.8%	2.9%
Bachelor's Degree (e.g., BA, BS)	2,886	90.6%	8.0%	1.5%
Master's Degree (e.g., MA, MS, MBA)	3,601	90.7%	7.9%	1.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,728	92.0%	6.7%	1.4%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	115	74.2%	17.2%	8.6%	3
Trade or Technical Certificate	37	71.7%	14.4%	13.9%	1
Some College (no degree)	418	72.5%	21.7%	5.7%	6
Associate's Degree (e.g., AA, AS)	200	78.6%	13.4%	7.9%	1
Bachelor's Degree (e.g., BA, BS)	2,828	76.3%	14.2%	9.4%	51
Master's Degree (e.g., MA, MS, MBA)	3,519	75.2%	14.0%	10.8%	64
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,690	76.1%	13.6%	10.3%	33

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	109	56.4%	22.9%	20.7%	10
Trade or Technical Certificate	35	61.5%	29.8%	8.7%	3
Some College (no degree)	412	51.3%	28.8%	19.9%	13
Associate's Degree (e.g., AA, AS)	191	56.0%	26.1%	17.9%	12
Bachelor's Degree (e.g., BA, BS)	2,783	50.4%	23.7%	25.9%	96
Master's Degree (e.g., MA, MS, MBA)	3,497	48.5%	22.0%	29.5%	86
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,678	43.0%	23.0%	34.0%	50

Environmental Protection Agency

Education Level Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	113	60.2%	18.2%	21.6%	7
Trade or Technical Certificate	37	66.4%	14.4%	19.2%	1
Some College (no degree)	422	58.5%	23.0%	18.5%	9
Associate's Degree (e.g., AA, AS)	198	63.8%	16.9%	19.3%	2
Bachelor's Degree (e.g., BA, BS)	2,813	60.4%	20.5%	19.1%	64
Master's Degree (e.g., MA, MS, MBA)	3,511	60.7%	20.8%	18.5%	75
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,688	62.3%	19.2%	18.5%	42

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	109	56.0%	18.5%	25.5%	9
Trade or Technical Certificate	35	58.8%	23.3%	17.9%	3
Some College (no degree)	405	50.2%	29.5%	20.3%	22
Associate's Degree (e.g., AA, AS)	191	55.1%	23.5%	21.3%	10
Bachelor's Degree (e.g., BA, BS)	2,747	50.8%	27.3%	21.9%	116
Master's Degree (e.g., MA, MS, MBA)	3,463	48.4%	26.2%	25.4%	106
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,676	49.6%	26.1%	24.3%	49

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	107	38.2%	27.4%	34.4%	9
Trade or Technical Certificate	32	25.1%	31.3%	43.7%	6
Some College (no degree)	383	29.8%	32.9%	37.4%	45
Associate's Degree (e.g., AA, AS)	187	31.1%	34.6%	34.3%	16
Bachelor's Degree (e.g., BA, BS)	2,596	23.7%	32.4%	44.0%	276
Master's Degree (e.g., MA, MS, MBA)	3,220	21.2%	32.0%	46.9%	364
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,532	22.4%	29.7%	47.9%	188

Environmental Protection Agency Education Level Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	111	57.8%	23.3%	18.9%	6
Trade or Technical Certificate	35	61.5%	23.7%	14.8%	3
Some College (no degree)	407	54.0%	26.9%	19.1%	21
Associate's Degree (e.g., AA, AS)	190	60.5%	25.6%	13.9%	12
Bachelor's Degree (e.g., BA, BS)	2,707	65.3%	22.3%	12.4%	166
Master's Degree (e.g., MA, MS, MBA)	3,354	64.2%	21.4%	14.4%	234
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,616	66.7%	21.5%	11.8%	107

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	118	80.9%	15.4%	3.7%	1
Trade or Technical Certificate	35	93.4%	3.7%	2.9%	3
Some College (no degree)	421	79.3%	16.8%	3.9%	7
Associate's Degree (e.g., AA, AS)	197	84.9%	10.2%	4.8%	3
Bachelor's Degree (e.g., BA, BS)	2,841	85.1%	9.3%	5.6%	36
Master's Degree (e.g., MA, MS, MBA)	3,541	85.5%	10.1%	4.4%	50
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,678	85.0%	10.4%	4.6%	50

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	117	89.7%	8.5%	1.8%	2
Trade or Technical Certificate	37	93.7%	6.3%	0.0%	0
Some College (no degree)	427	89.1%	9.1%	1.8%	2
Associate's Degree (e.g., AA, AS)	201	88.2%	7.7%	4.1%	1
Bachelor's Degree (e.g., BA, BS)	2,840	84.1%	11.2%	4.7%	26
Master's Degree (e.g., MA, MS, MBA)	3,540	83.9%	11.4%	4.7%	38
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,708	86.4%	10.6%	3.0%	13

Environmental Protection Agency

Education Level Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	113	56.8%	23.4%	19.8%	7
Trade or Technical Certificate	34	57.2%	25.4%	17.4%	4
Some College (no degree)	399	48.5%	29.5%	22.0%	32
Associate's Degree (e.g., AA, AS)	189	56.7%	23.3%	20.1%	13
Bachelor's Degree (e.g., BA, BS)	2,663	56.2%	23.0%	20.8%	198
Master's Degree (e.g., MA, MS, MBA)	3,319	58.6%	19.7%	21.7%	272
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,587	61.2%	19.4%	19.4%	137

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	111	67.3%	18.5%	14.2%	7
Trade or Technical Certificate	30	70.4%	22.7%	6.9%	8
Some College (no degree)	374	56.3%	31.1%	12.6%	50
Associate's Degree (e.g., AA, AS)	188	59.8%	24.5%	15.7%	15
Bachelor's Degree (e.g., BA, BS)	2,572	72.1%	17.1%	10.7%	295
Master's Degree (e.g., MA, MS, MBA)	3,177	73.4%	15.6%	11.1%	393
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,530	78.7%	12.8%	8.5%	193

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	118	77.9%	18.4%	3.7%	1
Trade or Technical Certificate	35	73.4%	23.6%	3.0%	3
Some College (no degree)	421	79.8%	14.6%	5.6%	4
Associate's Degree (e.g., AA, AS)	199	83.0%	11.8%	5.2%	4
Bachelor's Degree (e.g., BA, BS)	2,837	75.1%	15.6%	9.4%	36
Master's Degree (e.g., MA, MS, MBA)	3,545	71.8%	16.0%	12.2%	42
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,697	66.9%	15.5%	17.6%	31

Environmental Protection Agency

Education Level Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	66.0%	26.8%	7.2%
Trade or Technical Certificate	38	75.3%	11.2%	13.5%
Some College (no degree)	431	71.5%	18.1%	10.4%
Associate's Degree (e.g., AA, AS)	198	74.9%	14.3%	10.9%
Bachelor's Degree (e.g., BA, BS)	2,881	68.1%	18.2%	13.7%
Master's Degree (e.g., MA, MS, MBA)	3,594	66.8%	17.7%	15.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,722	64.6%	18.7%	16.7%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	111	55.2%	28.4%	16.5%	10
Trade or Technical Certificate	35	50.6%	32.1%	17.3%	3
Some College (no degree)	388	49.5%	28.6%	21.9%	43
Associate's Degree (e.g., AA, AS)	191	49.4%	25.2%	25.4%	12
Bachelor's Degree (e.g., BA, BS)	2,635	41.6%	27.2%	31.2%	252
Master's Degree (e.g., MA, MS, MBA)	3,276	40.3%	27.6%	32.1%	319
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,542	40.4%	27.6%	32.0%	190

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	121	81.0%	10.4%	8.6%	0
Trade or Technical Certificate	36	83.9%	10.9%	5.2%	2
Some College (no degree)	431	81.4%	10.4%	8.2%	1
Associate's Degree (e.g., AA, AS)	202	88.9%	5.6%	5.6%	0
Bachelor's Degree (e.g., BA, BS)	2,869	88.8%	6.5%	4.8%	17
Master's Degree (e.g., MA, MS, MBA)	3,582	89.9%	5.8%	4.3%	17
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,726	90.7%	5.9%	3.4%	5

Environmental Protection Agency Education Level Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	120	71.2%	16.9%	11.9%	1
Trade or Technical Certificate	38	62.6%	23.0%	14.4%	0
Some College (no degree)	428	68.9%	16.8%	14.4%	1
Associate's Degree (e.g., AA, AS)	203	74.7%	14.8%	10.5%	0
Bachelor's Degree (e.g., BA, BS)	2,864	77.6%	12.8%	9.6%	13
Master's Degree (e.g., MA, MS, MBA)	3,580	76.9%	12.2%	10.9%	13
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,724	78.0%	10.9%	11.1%	3

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	117	70.9%	14.8%	14.3%	2
Trade or Technical Certificate	36	80.5%	13.5%	6.0%	2
Some College (no degree)	424	67.9%	19.6%	12.4%	3
Associate's Degree (e.g., AA, AS)	201	76.5%	11.8%	11.7%	0
Bachelor's Degree (e.g., BA, BS)	2,858	72.8%	14.0%	13.2%	15
Master's Degree (e.g., MA, MS, MBA)	3,556	72.3%	14.6%	13.2%	17
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,711	74.3%	14.3%	11.4%	12

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	113	65.2%	25.2%	9.6%	7
Trade or Technical Certificate	35	76.9%	17.4%	5.7%	3
Some College (no degree)	406	70.3%	22.3%	7.4%	23
Associate's Degree (e.g., AA, AS)	189	79.3%	13.4%	7.3%	14
Bachelor's Degree (e.g., BA, BS)	2,634	76.2%	17.5%	6.3%	240
Master's Degree (e.g., MA, MS, MBA)	3,244	75.9%	18.0%	6.1%	341
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,547	80.4%	15.4%	4.1%	175

Environmental Protection Agency Education Level Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	119	71.7%	11.7%	16.6%	0
Trade or Technical Certificate	36	77.2%	11.8%	11.0%	1
Some College (no degree)	425	67.6%	20.6%	11.8%	1
Associate's Degree (e.g., AA, AS)	202	75.5%	12.6%	11.9%	0
Bachelor's Degree (e.g., BA, BS)	2,866	69.6%	16.5%	13.8%	11
Master's Degree (e.g., MA, MS, MBA)	3,571	67.8%	18.4%	13.9%	11
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,720	71.0%	16.9%	12.1%	8

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	119	64.3%	23.7%	12.0%	2
Trade or Technical Certificate	37	61.8%	24.2%	14.0%	1
Some College (no degree)	423	69.7%	19.2%	11.1%	7
Associate's Degree (e.g., AA, AS)	198	76.3%	11.3%	12.4%	3
Bachelor's Degree (e.g., BA, BS)	2,849	75.5%	13.8%	10.7%	34
Master's Degree (e.g., MA, MS, MBA)	3,538	76.7%	13.1%	10.2%	49
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,704	78.3%	13.1%	8.7%	22

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	121	83.4%	9.5%	7.1%
Trade or Technical Certificate	38	78.8%	15.8%	5.3%
Some College (no degree)	431	79.8%	9.5%	10.7%
Associate's Degree (e.g., AA, AS)	203	85.9%	6.4%	7.7%
Bachelor's Degree (e.g., BA, BS)	2,887	84.0%	8.3%	7.7%
Master's Degree (e.g., MA, MS, MBA)	3,596	85.3%	8.0%	6.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,732	87.5%	6.0%	6.4%

Environmental Protection Agency Education Level Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	119	81.9%	9.4%	8.7%
Trade or Technical Certificate	37	86.6%	10.8%	2.5%
Some College (no degree)	430	81.0%	12.8%	6.2%
Associate's Degree (e.g., AA, AS)	202	88.4%	7.1%	4.5%
Bachelor's Degree (e.g., BA, BS)	2,881	86.5%	7.2%	6.3%
Master's Degree (e.g., MA, MS, MBA)	3,593	88.7%	6.2%	5.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,724	89.9%	4.7%	5.4%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	121	83.9%	4.5%	11.6%
Trade or Technical Certificate	38	87.0%	5.6%	7.3%
Some College (no degree)	429	87.9%	7.5%	4.7%
Associate's Degree (e.g., AA, AS)	202	90.6%	6.5%	2.8%
Bachelor's Degree (e.g., BA, BS)	2,880	91.9%	4.6%	3.5%
Master's Degree (e.g., MA, MS, MBA)	3,590	92.2%	4.2%	3.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,727	92.6%	4.4%	3.0%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	121	65.1%	23.4%	11.6%
Trade or Technical Certificate	38	69.9%	14.2%	15.9%
Some College (no degree)	430	67.3%	19.1%	13.6%
Associate's Degree (e.g., AA, AS)	200	74.5%	13.0%	12.5%
Bachelor's Degree (e.g., BA, BS)	2,878	76.1%	12.0%	11.9%
Master's Degree (e.g., MA, MS, MBA)	3,595	76.9%	12.7%	10.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,728	80.7%	10.6%	8.7%

Environmental Protection Agency

Education Level Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	80.0%	9.4%	10.7%
Trade or Technical Certificate	38	75.4%	16.5%	8.0%
Some College (no degree)	430	74.4%	16.5%	9.1%
Associate's Degree (e.g., AA, AS)	202	80.0%	14.3%	5.7%
Bachelor's Degree (e.g., BA, BS)	2,884	79.2%	13.1%	7.7%
Master's Degree (e.g., MA, MS, MBA)	3,597	79.7%	13.3%	7.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,733	83.3%	9.8%	6.9%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	115	49.9%	33.2%	16.9%	6
Trade or Technical Certificate	38	54.1%	28.3%	17.7%	0
Some College (no degree)	411	48.9%	29.4%	21.7%	18
Associate's Degree (e.g., AA, AS)	199	55.3%	20.8%	23.9%	4
Bachelor's Degree (e.g., BA, BS)	2,830	41.5%	24.2%	34.3%	53
Master's Degree (e.g., MA, MS, MBA)	3,530	36.4%	22.0%	41.5%	67
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,695	34.3%	21.1%	44.6%	34

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	111	48.8%	32.1%	19.1%	10
Trade or Technical Certificate	38	60.4%	27.2%	12.4%	0
Some College (no degree)	406	50.7%	30.3%	19.0%	21
Associate's Degree (e.g., AA, AS)	197	56.3%	27.6%	16.1%	6
Bachelor's Degree (e.g., BA, BS)	2,696	51.7%	23.1%	25.2%	181
Master's Degree (e.g., MA, MS, MBA)	3,341	48.1%	21.0%	30.9%	246
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,585	46.7%	20.1%	33.1%	142

Environmental Protection Agency

Education Level Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	109	60.3%	23.0%	16.7%	9
Trade or Technical Certificate	36	66.0%	25.6%	8.4%	2
Some College (no degree)	401	62.7%	26.7%	10.6%	27
Associate's Degree (e.g., AA, AS)	196	69.5%	22.8%	7.7%	6
Bachelor's Degree (e.g., BA, BS)	2,717	73.4%	16.9%	9.7%	155
Master's Degree (e.g., MA, MS, MBA)	3,357	73.3%	16.1%	10.6%	214
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,611	77.0%	14.3%	8.8%	110

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	110	67.4%	20.0%	12.6%	6
Trade or Technical Certificate	37	54.3%	32.8%	12.9%	1
Some College (no degree)	423	67.1%	22.0%	10.9%	6
Associate's Degree (e.g., AA, AS)	199	74.4%	14.9%	10.7%	4
Bachelor's Degree (e.g., BA, BS)	2,830	65.8%	18.4%	15.8%	39
Master's Degree (e.g., MA, MS, MBA)	3,543	64.5%	19.4%	16.1%	36
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,697	65.9%	18.2%	15.9%	21

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	107	65.7%	26.0%	8.4%	12
Trade or Technical Certificate	37	52.7%	37.0%	10.3%	1
Some College (no degree)	392	65.8%	26.3%	7.9%	31
Associate's Degree (e.g., AA, AS)	188	71.1%	20.4%	8.5%	13
Bachelor's Degree (e.g., BA, BS)	2,686	67.9%	21.5%	10.6%	183
Master's Degree (e.g., MA, MS, MBA)	3,331	66.4%	20.4%	13.2%	244
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,571	67.4%	19.2%	13.4%	145

Environmental Protection Agency

Education Level Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	112	65.0%	22.8%	12.2%	8
Trade or Technical Certificate	36	63.3%	29.0%	7.7%	2
Some College (no degree)	413	61.4%	24.9%	13.7%	15
Associate's Degree (e.g., AA, AS)	197	65.3%	20.2%	14.5%	4
Bachelor's Degree (e.g., BA, BS)	2,779	62.1%	19.4%	18.5%	97
Master's Degree (e.g., MA, MS, MBA)	3,480	58.8%	20.5%	20.7%	98
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,669	60.9%	19.0%	20.2%	54

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	110	67.1%	23.1%	9.9%	8
Trade or Technical Certificate	34	53.1%	44.1%	2.7%	3
Some College (no degree)	410	62.0%	27.5%	10.5%	15
Associate's Degree (e.g., AA, AS)	195	67.7%	20.3%	12.1%	4
Bachelor's Degree (e.g., BA, BS)	2,790	66.0%	18.6%	15.3%	85
Master's Degree (e.g., MA, MS, MBA)	3,506	64.2%	19.1%	16.7%	84
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,663	67.7%	17.1%	15.2%	61

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	113	71.0%	20.0%	9.0%	8
Trade or Technical Certificate	36	66.5%	22.3%	11.2%	2
Some College (no degree)	407	68.1%	22.1%	9.7%	21
Associate's Degree (e.g., AA, AS)	191	66.6%	24.2%	9.2%	11
Bachelor's Degree (e.g., BA, BS)	2,762	68.4%	19.9%	11.7%	117
Master's Degree (e.g., MA, MS, MBA)	3,468	66.9%	20.8%	12.3%	123
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,670	71.5%	17.2%	11.3%	62

Environmental Protection Agency

Education Level Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	119	62.8%	23.0%	14.2%	2
Trade or Technical Certificate	37	62.0%	27.8%	10.2%	1
Some College (no degree)	423	60.7%	23.0%	16.4%	5
Associate's Degree (e.g., AA, AS)	199	58.8%	23.0%	18.3%	3
Bachelor's Degree (e.g., BA, BS)	2,835	51.9%	22.2%	25.9%	42
Master's Degree (e.g., MA, MS, MBA)	3,532	45.5%	21.8%	32.7%	62
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,680	43.0%	19.2%	37.8%	45

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	117	60.3%	28.7%	11.0%	3
Trade or Technical Certificate	35	70.4%	15.6%	14.0%	3
Some College (no degree)	407	65.8%	22.0%	12.3%	24
Associate's Degree (e.g., AA, AS)	188	64.4%	21.9%	13.7%	14
Bachelor's Degree (e.g., BA, BS)	2,559	66.6%	21.7%	11.7%	323
Master's Degree (e.g., MA, MS, MBA)	3,067	63.2%	23.6%	13.2%	529
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,372	58.2%	28.9%	12.9%	355

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	121	64.6%	23.2%	12.3%
Trade or Technical Certificate	38	55.7%	29.0%	15.2%
Some College (no degree)	431	60.5%	23.0%	16.6%
Associate's Degree (e.g., AA, AS)	203	64.0%	20.7%	15.3%
Bachelor's Degree (e.g., BA, BS)	2,882	57.3%	21.7%	21.0%
Master's Degree (e.g., MA, MS, MBA)	3,588	56.5%	20.6%	22.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,728	56.6%	20.6%	22.8%

Environmental Protection Agency Education Level Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	119	58.5%	24.5%	16.9%
Trade or Technical Certificate	38	63.1%	27.0%	9.8%
Some College (no degree)	431	56.7%	26.0%	17.3%
Associate's Degree (e.g., AA, AS)	203	69.3%	12.8%	17.9%
Bachelor's Degree (e.g., BA, BS)	2,877	54.3%	21.6%	24.1%
Master's Degree (e.g., MA, MS, MBA)	3,590	53.0%	21.1%	25.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,730	55.5%	19.4%	25.2%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	119	62.5%	17.7%	19.8%
Trade or Technical Certificate	38	66.8%	23.2%	10.1%
Some College (no degree)	429	57.6%	22.9%	19.4%
Associate's Degree (e.g., AA, AS)	202	62.0%	16.8%	21.2%
Bachelor's Degree (e.g., BA, BS)	2,874	59.0%	21.3%	19.7%
Master's Degree (e.g., MA, MS, MBA)	3,577	58.3%	20.6%	21.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,722	61.2%	20.4%	18.4%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	52.0%	31.6%	16.4%
Trade or Technical Certificate	37	54.1%	25.9%	20.0%
Some College (no degree)	429	50.5%	32.7%	16.8%
Associate's Degree (e.g., AA, AS)	201	56.6%	24.1%	19.3%
Bachelor's Degree (e.g., BA, BS)	2,877	42.0%	29.2%	28.9%
Master's Degree (e.g., MA, MS, MBA)	3,572	37.5%	27.2%	35.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,721	34.1%	24.4%	41.5%

Environmental Protection Agency Education Level Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	43.6%	26.3%	30.1%
Trade or Technical Certificate	37	38.2%	37.3%	24.5%
Some College (no degree)	426	39.1%	30.7%	30.3%
Associate's Degree (e.g., AA, AS)	203	41.9%	25.2%	32.8%
Bachelor's Degree (e.g., BA, BS)	2,871	34.4%	32.9%	32.7%
Master's Degree (e.g., MA, MS, MBA)	3,584	32.2%	30.1%	37.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,718	33.0%	34.1%	32.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	65.4%	22.5%	12.1%
Trade or Technical Certificate	38	60.1%	18.4%	21.5%
Some College (no degree)	430	55.2%	23.8%	21.0%
Associate's Degree (e.g., AA, AS)	200	61.0%	20.6%	18.4%
Bachelor's Degree (e.g., BA, BS)	2,874	55.2%	25.7%	19.1%
Master's Degree (e.g., MA, MS, MBA)	3,574	53.0%	26.6%	20.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,719	54.6%	27.2%	18.2%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	121	77.0%	11.6%	11.4%
Trade or Technical Certificate	37	81.5%	13.2%	5.3%
Some College (no degree)	431	75.1%	14.6%	10.4%
Associate's Degree (e.g., AA, AS)	202	76.0%	13.5%	10.5%
Bachelor's Degree (e.g., BA, BS)	2,872	71.9%	16.4%	11.7%
Master's Degree (e.g., MA, MS, MBA)	3,586	68.3%	17.6%	14.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,728	70.7%	14.7%	14.5%

Environmental Protection Agency

Education Level Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	119	60.2%	13.0%	26.8%
Trade or Technical Certificate	38	71.5%	7.2%	21.3%
Some College (no degree)	428	67.6%	14.1%	18.3%
Associate's Degree (e.g., AA, AS)	202	70.0%	11.2%	18.8%
Bachelor's Degree (e.g., BA, BS)	2,875	72.8%	13.6%	13.7%
Master's Degree (e.g., MA, MS, MBA)	3,589	70.2%	14.9%	14.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,723	64.2%	17.6%	18.2%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	66.2%	20.4%	13.4%
Trade or Technical Certificate	38	76.3%	10.6%	13.1%
Some College (no degree)	427	69.2%	17.3%	13.5%
Associate's Degree (e.g., AA, AS)	199	67.9%	18.8%	13.3%
Bachelor's Degree (e.g., BA, BS)	2,880	62.5%	20.1%	17.4%
Master's Degree (e.g., MA, MS, MBA)	3,585	58.4%	21.4%	20.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,728	56.1%	22.0%	21.9%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	117	72.8%	9.7%	12.1%	5.5%
Trade or Technical Certificate	38	72.8%	11.7%	7.4%	8.2%
Some College (no degree)	431	81.8%	6.2%	7.5%	4.5%
Associate's Degree (e.g., AA, AS)	202	84.0%	6.9%	4.7%	4.4%
Bachelor's Degree (e.g., BA, BS)	2,876	90.8%	2.6%	3.6%	3.0%
Master's Degree (e.g., MA, MS, MBA)	3,576	92.1%	2.2%	2.8%	2.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,718	91.3%	1.5%	2.8%	4.4%

Environmental Protection Agency Education Level Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	119	4.5%	35.8%	10.2%	13.2%
Trade or Technical Certificate	36	3.5%	51.5%	2.8%	18.8%
Some College (no degree)	430	5.4%	50.4%	7.0%	14.9%
Associate's Degree (e.g., AA, AS)	199	5.1%	49.2%	6.5%	12.0%
Bachelor's Degree (e.g., BA, BS)	2,883	3.4%	49.8%	10.3%	19.1%
Master's Degree (e.g., MA, MS, MBA)	3,596	3.0%	47.2%	14.2%	20.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,729	3.6%	43.0%	13.6%	22.5%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	119	3.4%	0.7%	9.8%	22.6%
Trade or Technical Certificate	36	7.3%	2.8%	2.2%	11.0%
Some College (no degree)	430	3.3%	0.9%	7.1%	10.9%
Associate's Degree (e.g., AA, AS)	199	4.7%	1.8%	7.4%	13.3%
Bachelor's Degree (e.g., BA, BS)	2,883	2.7%	0.9%	2.4%	11.2%
Master's Degree (e.g., MA, MS, MBA)	3,596	1.3%	1.2%	2.2%	10.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,729	1.4%	0.5%	1.2%	14.1%

Environmental Protection Agency

Education Level Comparison Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	120	60.9%	31.2%	7.9%
Trade or Technical Certificate	38	55.7%	38.8%	5.4%
Some College (no degree)	426	63.0%	32.0%	5.0%
Associate's Degree (e.g., AA, AS)	199	62.0%	33.8%	4.2%
Bachelor's Degree (e.g., BA, BS)	2,871	67.9%	29.6%	2.4%
Master's Degree (e.g., MA, MS, MBA)	3,569	67.4%	30.6%	2.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,721	61.2%	37.3%	1.5%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	118	25.6%	68.4%	5.9%
Trade or Technical Certificate	38	36.2%	53.7%	10.0%
Some College (no degree)	427	32.1%	65.6%	2.4%
Associate's Degree (e.g., AA, AS)	200	34.2%	63.1%	2.7%
Bachelor's Degree (e.g., BA, BS)	2,870	40.2%	55.7%	4.1%
Master's Degree (e.g., MA, MS, MBA)	3,575	39.4%	57.4%	3.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,716	33.7%	63.7%	2.6%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	119	12.8%	83.0%	4.1%
Trade or Technical Certificate	37	20.3%	73.6%	6.2%
Some College (no degree)	425	21.6%	76.9%	1.5%
Associate's Degree (e.g., AA, AS)	201	15.0%	82.4%	2.6%
Bachelor's Degree (e.g., BA, BS)	2,849	14.5%	83.8%	1.7%
Master's Degree (e.g., MA, MS, MBA)	3,559	11.9%	85.8%	2.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,708	7.5%	90.4%	2.1%

Environmental Protection Agency Education Level Comparison Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	117	3.7%	87.4%	8.9%
Trade or Technical Certificate	34	2.9%	84.3%	12.7%
Some College (no degree)	425	3.9%	86.4%	9.7%
Associate's Degree (e.g., AA, AS)	201	5.8%	87.4%	6.8%
Bachelor's Degree (e.g., BA, BS)	2,866	2.8%	85.7%	11.5%
Master's Degree (e.g., MA, MS, MBA)	3,563	3.0%	84.8%	12.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,722	3.2%	86.3%	10.5%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
Less than High School	<10	--	--	--
High School Diploma/GED or equivalent	116	6.8%	82.8%	10.5%
Trade or Technical Certificate	36	5.8%	82.2%	12.0%
Some College (no degree)	425	5.0%	83.2%	11.7%
Associate's Degree (e.g., AA, AS)	199	5.0%	83.9%	11.1%
Bachelor's Degree (e.g., BA, BS)	2,860	2.9%	85.5%	11.5%
Master's Degree (e.g., MA, MS, MBA)	3,571	1.8%	85.3%	12.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,718	1.4%	88.0%	10.7%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	72	86.3%	11.1%	2.6%	3
Trade or Technical Certificate	27	93.1%	3.6%	3.2%	1
Some College (no degree)	331	85.7%	7.2%	7.2%	3
Associate's Degree (e.g., AA, AS)	146	86.1%	8.8%	5.1%	3
Bachelor's Degree (e.g., BA, BS)	2,370	89.0%	7.1%	3.9%	15
Master's Degree (e.g., MA, MS, MBA)	3,029	87.5%	7.2%	5.3%	20
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,431	89.7%	7.0%	3.3%	6

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency

Education Level Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	69	92.3%	6.4%	1.3%	2
Trade or Technical Certificate	21	100.0%	0.0%	0.0%	0
Some College (no degree)	262	89.5%	9.1%	1.4%	5
Associate's Degree (e.g., AA, AS)	124	89.6%	7.6%	2.8%	2
Bachelor's Degree (e.g., BA, BS)	1,934	94.6%	3.4%	2.0%	24
Master's Degree (e.g., MA, MS, MBA)	2,403	94.2%	3.8%	2.0%	25
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,049	94.6%	3.5%	1.9%	15

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	28	81.5%	10.4%	8.1%	6
Trade or Technical Certificate	11	100.0%	0.0%	0.0%	2
Some College (no degree)	134	84.6%	13.4%	2.0%	7
Associate's Degree (e.g., AA, AS)	67	88.3%	11.7%	0.0%	3
Bachelor's Degree (e.g., BA, BS)	1,136	86.5%	10.6%	3.0%	30
Master's Degree (e.g., MA, MS, MBA)	1,382	86.2%	10.9%	3.0%	38
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	564	86.9%	11.0%	2.1%	23

*The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	14	76.3%	23.7%	0.0%	3
Trade or Technical Certificate	<10	--	--	--	--
Some College (no degree)	89	89.1%	8.2%	2.7%	8
Associate's Degree (e.g., AA, AS)	27	72.6%	23.3%	4.0%	3
Bachelor's Degree (e.g., BA, BS)	405	83.9%	12.3%	3.8%	44
Master's Degree (e.g., MA, MS, MBA)	426	79.7%	13.6%	6.7%	45
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	125	83.6%	12.8%	3.6%	25

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency Education Level Comparison Report

Work/Life (continued)

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	<10	--	--	--	--
Trade or Technical Certificate	<10	--	--	--	--
Some College (no degree)	15	81.2%	18.8%	0.0%	9
Associate's Degree (e.g., AA, AS)	<10	--	--	--	--
Bachelor's Degree (e.g., BA, BS)	69	72.5%	21.3%	6.2%	33
Master's Degree (e.g., MA, MS, MBA)	103	77.4%	18.1%	4.5%	43
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	51	75.4%	22.9%	1.7%	17

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
Less than High School	<10	--	--	--	--
High School Diploma/GED or equivalent	<10	--	--	--	--
Trade or Technical Certificate	<10	--	--	--	--
Some College (no degree)	21	80.5%	19.5%	0.0%	7
Associate's Degree (e.g., AA, AS)	12	80.1%	19.9%	0.0%	2
Bachelor's Degree (e.g., BA, BS)	75	68.6%	27.4%	4.0%	37
Master's Degree (e.g., MA, MS, MBA)	63	68.8%	29.5%	1.7%	27
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	21	71.3%	24.0%	4.6%	17

**The results for this item only include employees who indicated that they participated in this program.*